

DBHDS Semiannual Report on Employment  
Semi Annual Report (December 2020 Data)  
5/1/2021

DRAFT

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## **Introduction:**

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the twelfth semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period. This semi-annual reporting period fell during the height of the COVID-19 pandemic which has had an impact on the employment numbers.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

**Target as of 6/30/2015:** 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2020. Specifically this translates to:

- ❖ 25% of (18,795 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/30/20) would be employed by December 30, 2020, or a total of 4,699 individuals
- Supplemental Targets to be achieved:
  - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually

- ❖ 50% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

**Targets for Waiver Funded Supports for Individual & Group Supported Employment:**

The chart below reflects the annual targets for Individual Supported Employment (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

**Data Targets:**

| Fiscal Year | Total | Actual Total | ISE  | Actual ISE | GSE | Actual GSE | % of total |
|-------------|-------|--------------|------|------------|-----|------------|------------|
| 2016        | 808   | 890          | 211  | 225        | 597 | 665        | 100%       |
| 2017        | 932   | 826          | 301  | 305        | 631 | 521        | 89%        |
| 2018        | 1297  | 972          | 566  | 422        | 731 | 550        | 75%        |
| 2019        | 1211  | 1078         | 661  | 555        | 550 | 523        | 89%        |
| 2020*       | 1486  | 715          | 936  | 480        | 550 | 235        | 48%        |
| 2021**      | 1685  |              | 1135 |            | 550 |            |            |

\*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed or terminated as business closed or significantly reduced staffing due to the pandemic. \*\*Pandemic impact

When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth’s commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 12/30/2020 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This particular snapshot is impacted by the effects of COVID-19 which resulted in provider implementing strategies to ensure health and safety of the individuals they support which has understandably had an adverse impact on the numbers of individuals actively working.

This report summarizes data according to Department of Behavioral Health and Developmental Services Regions This is a realignment of CSBs. The Community Services Boards in red italics shifted from developmental disability regions back to the uniform mental health and developmental services regions.

**DD Western Region**

*(Charts labeled West )*

Harrisonburg- Rockingham  
Horizon  
Alleghany Highlands

Region 10  
Rockbridge Area  
Valley

*Rappahannock Area  
Rappahannock-Rapidan  
Northwestern*

**DD Northern Region**

*(Charts labeled North)*

Alexandria  
Arlington Co.  
Fairfax-Falls Church

Loudoun  
Prince William Co

**DD Southwest Region**

*(Charts labeled SW)*

Mt. Rogers  
Blue Ridge  
Cumberland Mountain  
Danville - Pittsylvania

Dickinson County  
Goochland- Powhatan  
Highlands  
Planning District 1

New River Valley  
Piedmont  
*Southside*

**DD Central Region**

*(Charts Labeled Central)*

Chesterfield  
Crossroads  
District 19

Hanover  
Henrico Area

Richmond BHA

**DD Eastern Region**

*(Charts Labeled East)*

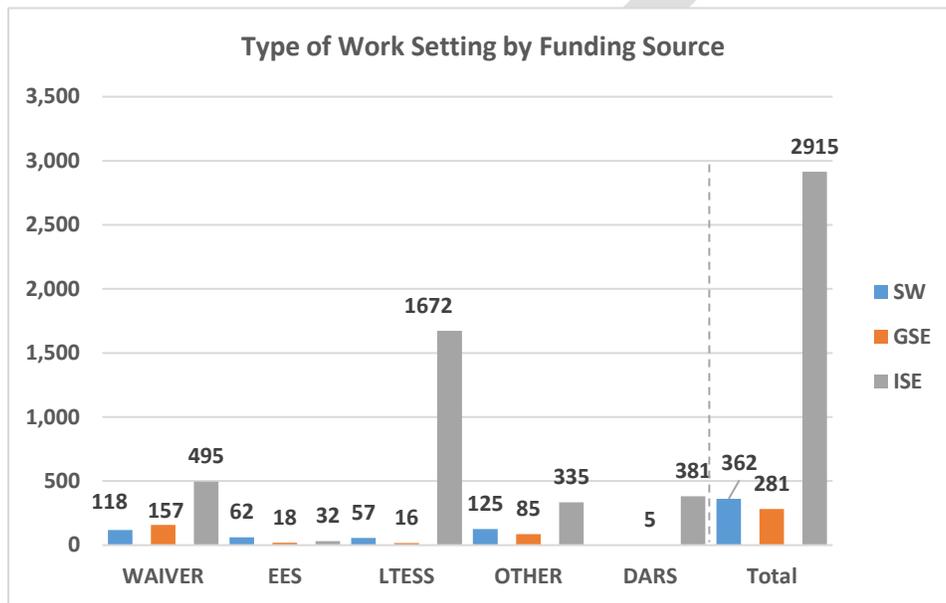
Chesapeake  
Colonial BH  
Eastern Shore  
Hampton- Newport News

Middle Peninsula- Northern Neck  
Norfolk CSB  
Portsmouth

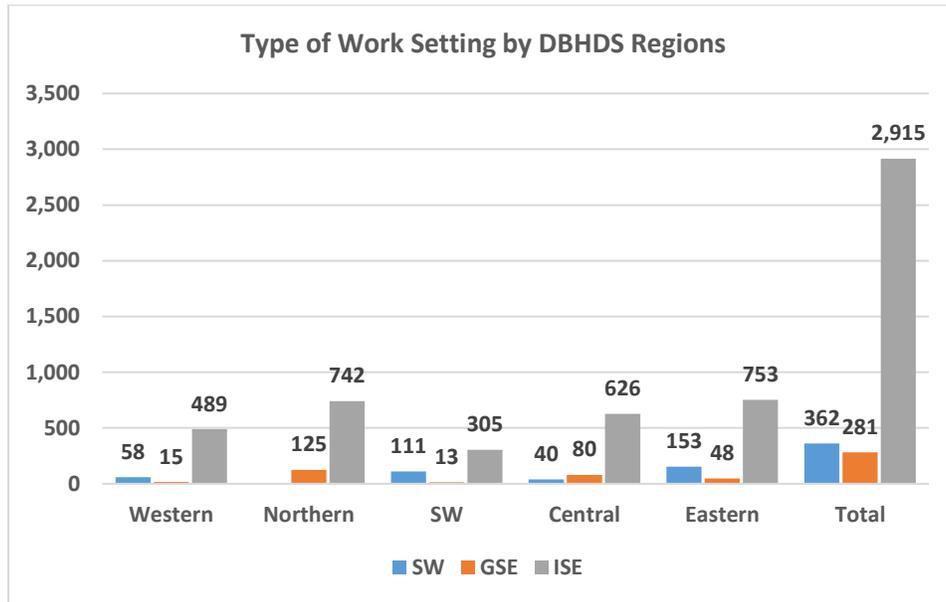
Virginia Beach  
Western Tidewater

## Statewide Data Analysis

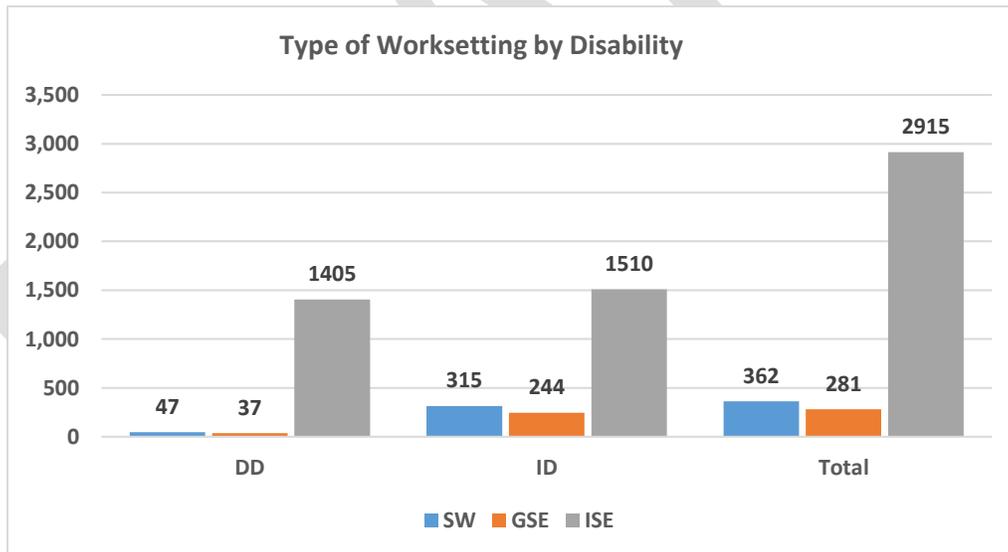
The data below indicates that 2915 (45 less than last reporting period) are in ISE services and 281 (276 less than last reporting period) are in GSE services. Additionally, 362 people (35 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment, data regarding individuals in sheltered workshops continues to be captured and monitored.\* It should be noted that the continued reduction in numbers of people employed is related to the COVID-19 pandemic and increased related to this going into the winter months. Group and Sheltered are more hardly hit because of the nature of the delivery of the services.



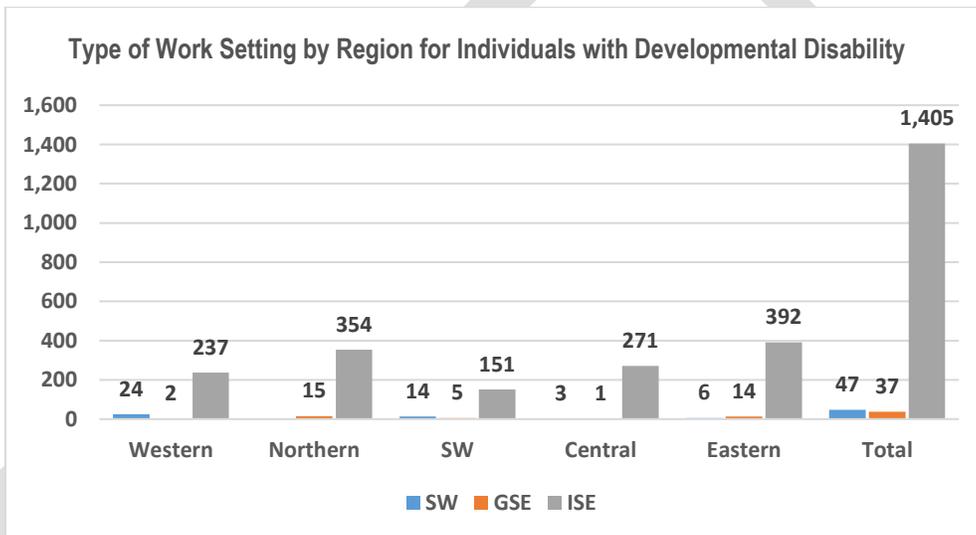
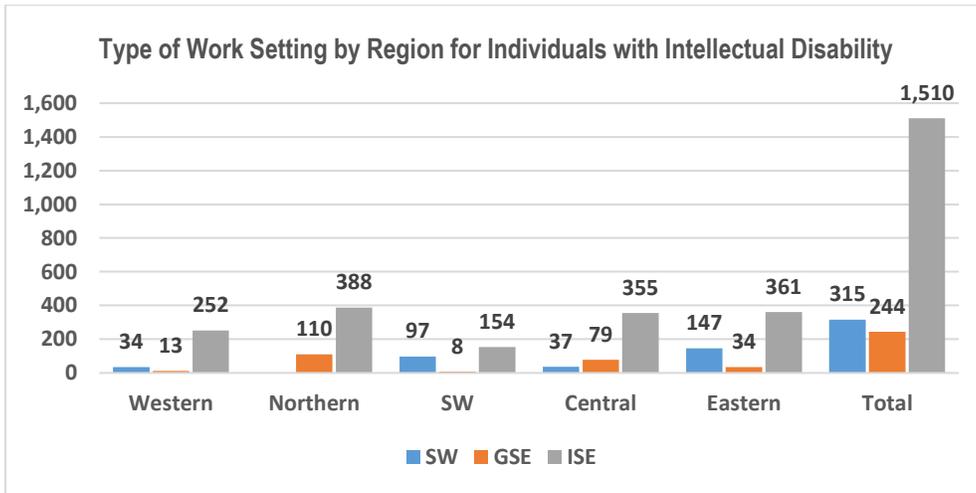
A total of 3,196 people are employed with supports from ISE and GSE, which is a combined decrease of 321 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 17% of people with DD are employed.



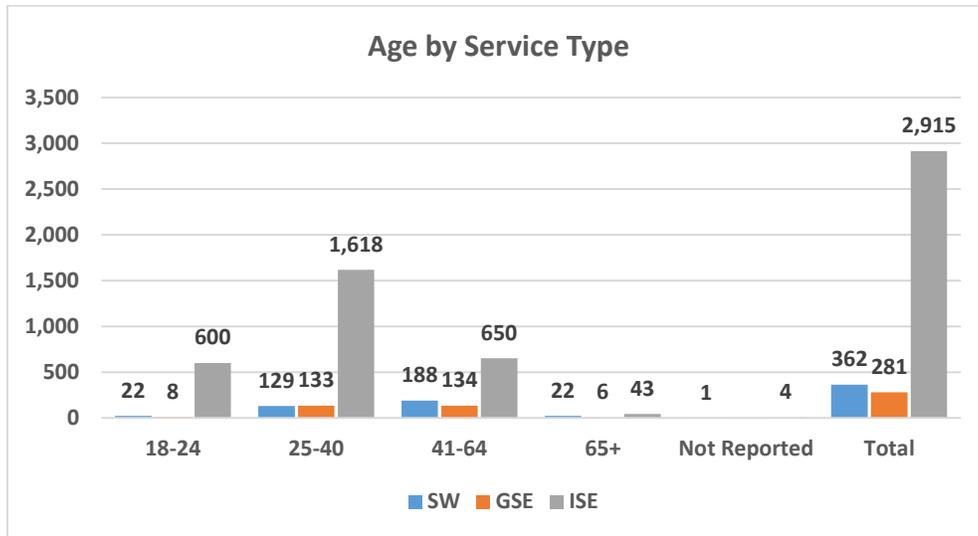
The graph above indicates variations in work settings throughout the five Developmental Disability Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.



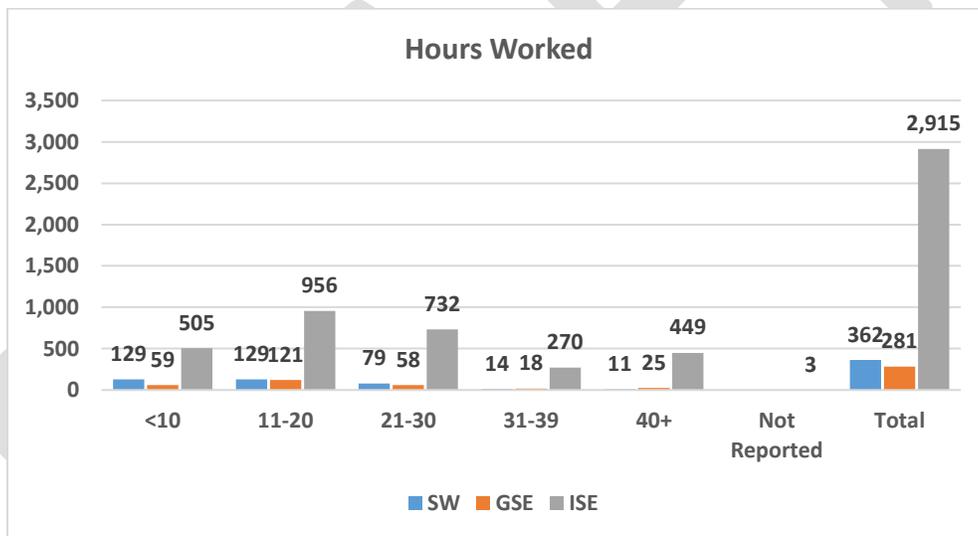
The data in the graph above compares employment settings by disability.



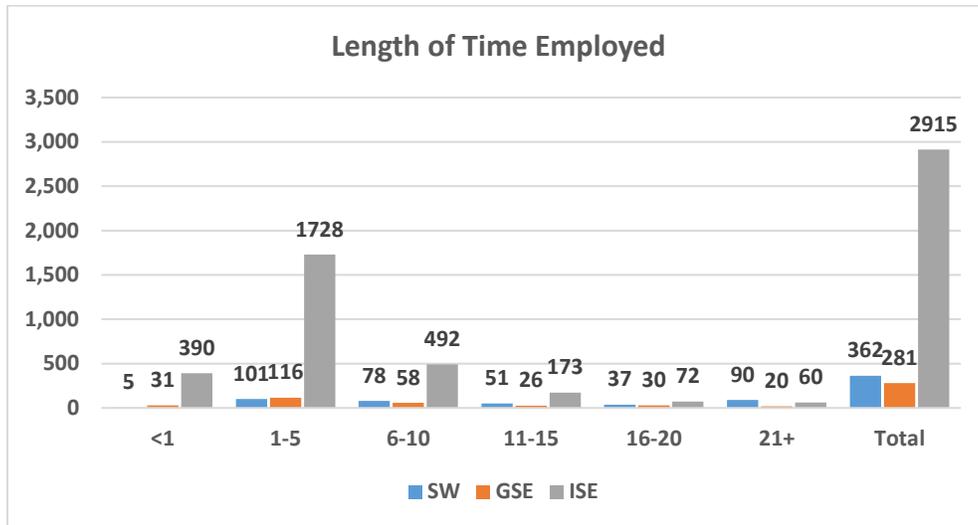
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



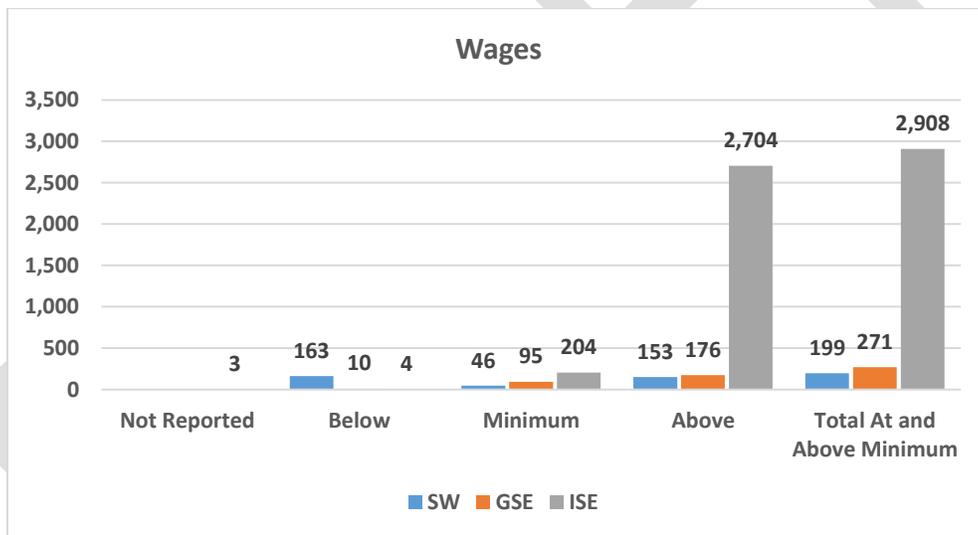
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.



The above data details hours worked per week by service type.



The data for length of time in years employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment.



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there are 14 (less than 1%) people employed who are earning below minimum wage while there are 3179 (99%) who are earning at or above minimum wage. This data is slightly skewed due to the pandemic and less people participating in group supported employment.

### Statewide Distribution of Wages

| ID/DD      | Lowest hourly wage | Highest hourly wage |
|------------|--------------------|---------------------|
| Sheltered* | \$0.06             | \$19.26             |
| GSE        | \$0.32             | \$24.09             |
| ISE        | \$5.25 (+tips)     | \$60.00             |

### **Tracking Employment First Conversations:**

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the first half of the fiscal year of FY2020 (7/1/20-12/31/2020).

| Report #4<br>Employment<br>(All columns<br>ages 18<br>through 64<br>only)<br>Jul 1, 2020 -<br>Dec 31, 2020 | Active<br>Waiver | F2F<br>Meeting | %<br>with<br>F2F<br>ISP | Employ<br>Discussion | % Employ<br>Discussion | Employ<br>Outcomes | %<br>Employ<br>Outcomes |
|--|------------------|----------------|-------------------------|----------------------|------------------------|--------------------|-------------------------|
|  |                  |                |                         |                      |                        |                    |                         |
| Alleghany-<br>Highlands  | 55               | 22             | 39%                     | 22                   | 100%                   | 9                  | 41%                     |
| Harrisonburg-<br>Rockingham  | 196              | 42             | 22%                     | 41                   | 98%                    | 19                 | 45%                     |
| Horizon  | 621              | 279            | 45%                     | 273                  | 98%                    | 114                | 41%                     |
| Northwestern   | 404              | 72             | 20%                     | 72                   | 100%                   | 26                 | 36%                     |
| Rappahannock<br>Area   | 541              | 183            | 34%                     | 172                  | 94%                    | 70                 | 38%                     |
| Rappahannock-<br>Rapidan   | 271              | 121            | 45%                     | 114                  | 94%                    | 47                 | 39%                     |
| Region Ten   | 344              | 135            | 38%                     | 134                  | 99%                    | 37                 | 27%                     |
| Rockbridge<br>Area   | 61               | 25             | 42%                     | 24                   | 96%                    | 4                  | 16%                     |
| Valley   | 276              | 133            | 48%                     | 131                  | 98%                    | 42                 | 32%                     |
| Region 1 Total   | 2,769            | 1,012          | 37%                     | 983                  | 97%                    | 368                | 36%                     |
| Alexandria   | 99               | 17             | 21%                     | 17                   | 100%                   | 10                 | 59%                     |
| Arlington  | 176              | 85             | 49%                     | 58                   | 68%                    | 18                 | 21%                     |

|                       |       |     |     |     |      |     |     |
|-----------------------|-------|-----|-----|-----|------|-----|-----|
| Fairfax-Falls Church  | 1,178 | 500 | 43% | 486 | 97%  | 133 | 27% |
| Loudoun County        | 275   | 115 | 42% | 115 | 100% | 53  | 46% |
| Prince William        | 529   | 95  | 19% | 95  | 100% | 20  | 21% |
| Region 2 Total        | 2,257 | 812 | 37% | 771 | 95%  | 234 | 29% |
| Blue Ridge            | 437   | 168 | 38% | 158 | 94%  | 36  | 21% |
| Cumberland Mountain   | 157   | 63  | 41% | 61  | 97%  | 23  | 37% |
| Danville-Pittsylvania | 335   | 80  | 25% | 80  | 100% | 18  | 23% |
| Dickenson             | 19    | 9   | 47% | 6   | 67%  | 1   | 11% |
| Highlands             | 130   | 68  | 52% | 68  | 100% | 22  | 32% |
| Mount Rogers          | 315   | 88  | 29% | 85  | 97%  | 22  | 25% |
| New River Valley      | 239   | 92  | 37% | 91  | 99%  | 27  | 29% |
| Piedmont              | 276   | 134 | 48% | 130 | 97%  | 12  | 9%  |
| Planning District I   | 153   | 67  | 42% | 64  | 96%  | 2   | 3%  |
| Southside             | 191   | 66  | 35% | 66  | 100% | 10  | 15% |
| Region 3 Total        | 2,252 | 835 | 37% | 809 | 97%  | 173 | 21% |
| Chesterfield          | 1,006 | 298 | 32% | 272 | 91%  | 108 | 36% |
| Crossroads            | 198   | 86  | 44% | 86  | 100% | 9   | 10% |
| District 19           | 294   | 124 | 42% | 98  | 79%  | 22  | 18% |
| Goochland-Powhatan    | 67    | 42  | 63% | 41  | 98%  | 14  | 33% |
| Hanover               | 189   | 44  | 24% | 44  | 100% | 15  | 34% |
| Henrico Area          | 552   | 232 | 42% | 225 | 97%  | 77  | 33% |
| Richmond              | 408   | 106 | 26% | 105 | 99%  | 46  | 43% |
| Region 4 Total        | 2,714 | 932 | 35% | 871 | 93%  | 291 | 31% |
| Chesapeake            | 307   | 86  | 31% | 85  | 99%  | 19  | 22% |

|                                       |        |       |     |       |     |       |     |
|---------------------------------------|--------|-------|-----|-------|-----|-------|-----|
| Colonial                              | 173    | 91    | 52% | 79    | 87% | 21    | 23% |
| Eastern Shore                         | 111    | 29    | 29% | 26    | 90% | 5     | 17% |
| Hampton-<br>Newport News              | 573    | 245   | 43% | 233   | 95% | 52    | 21% |
| Middle<br>Peninsula-<br>Northern Neck | 236    | -     | 0%  | -     |     | -     |     |
| Norfolk                               | 500    | 233   | 47% | 216   | 93% | 47    | 20% |
| Portsmouth                            | 228    | 57    | 27% | 44    | 77% | 8     | 14% |
| Virginia Beach                        | 765    | 301   | 40% | 298   | 99% | 80    | 27% |
| Western<br>Tidewater                  | 272    | 146   | 55% | 141   | 97% | 35    | 24% |
| Region 5 Total                        | 3,165  | 1,188 | 39% | 1,122 | 94% | 267   | 22% |
| All Region<br>Total                   | 13,157 | 4,779 | 37% | 4,556 | 95% | 1,333 | 28% |

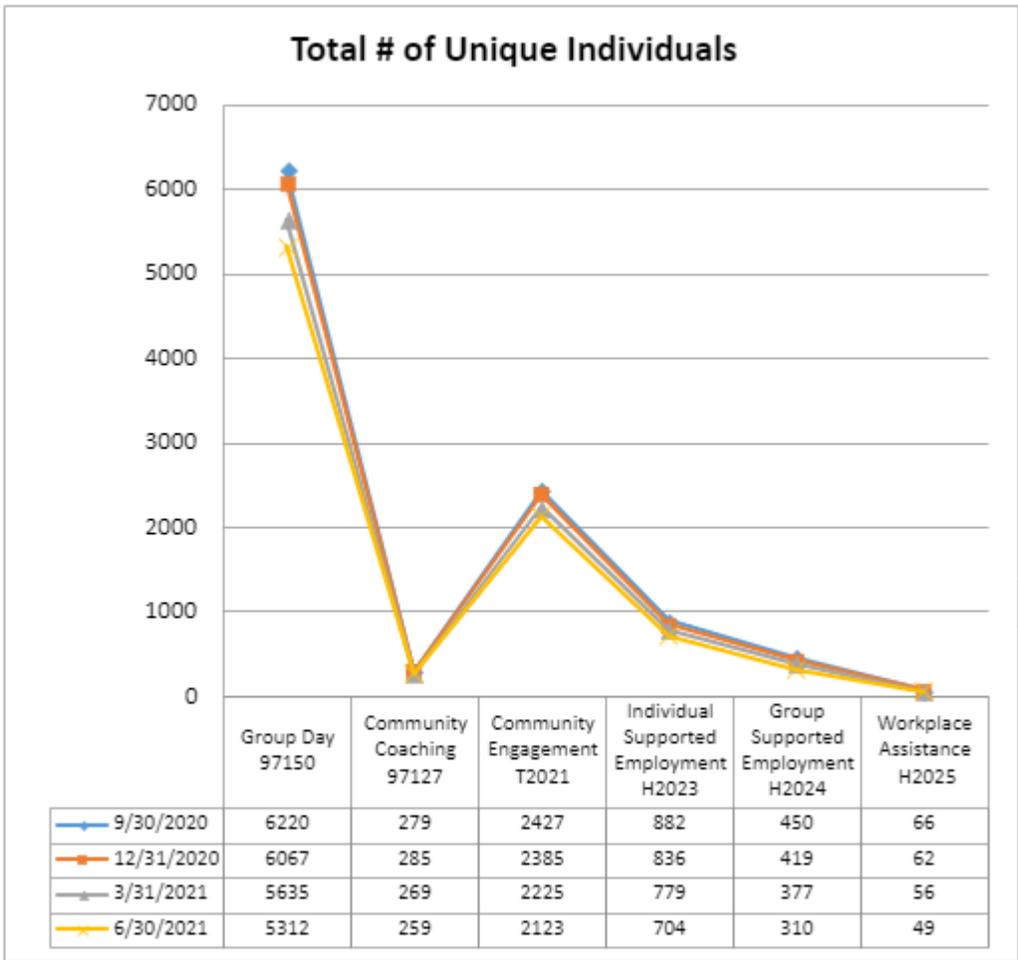
There were a total of 4,779 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during this fiscal year. Of these 4,779 individuals, a total of 4,556 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 95% of individuals having a discussion of integrated employment when their ISP was reviewed. This is consistent with the previous reporting period.

A total of 1,333 of the 4,779 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 28% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is a 2% decrease from the previous reporting period.

**Billing and Service Authorization Data:**

DBHDS and the Employment First Advisory Group had been monitoring the utilization of employment services by waiver recipients using billing data from DMAS. This data was primarily presented as a means to capture individuals utilizing the waiver to access pre-vocational services. Since pre-vocational services are no longer a service option under the waivers, this data has been eliminated.

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.



**Summary:**

The twelfth semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation.

**Recommendations:**

DBHDS will be reviewing this data report with the newly reconstituted Employment First Advisory Group and the new Data Subcommittee and determine recommendations as well as gather recommendations from presentations to the RQC. Once these are received this section of the report will be updated.